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15 Attorneys for Defendant  
16 SKYWEST AIRLINES, INC.

11 UNITED STATES DISTRICT COURT  
12 NORTHERN DISTRICT OF CALIFORNIA  
13 SAN FRANCISCO DIVISION

14 SKYWEST PILOTS ALPA ORGANIZING  
15 COMMITTEE, et al.,

16 Plaintiffs,

17 vs.

18 SKYWEST AIRLINES, INC.,

19 Defendant.

No.: 3:07-CV-02688-CRB

DECLARATION OF  
KLENN BROOKS IN SUPPORT OF  
OPPOSITION TO MOTION FOR  
PRELIMINARY INJUNCTION

Honorable Charles R. Breyer

Winston & Strawn LLP  
101 California Street  
San Francisco, CA 94111-5894

1           1.       My name is Klenn Brooks. I reside in Dammeron Valley, Utah. I am currently  
2 employed by SkyWest in the position of Director of Flight Operations and Chief Pilot. My position  
3 involves overseeing the entire Chief Pilot group, as well as supervising the administration of  
4 Company policy. I have been employed at SkyWest as a pilot and/or in pilot management for the  
5 past 33 years. I base this declaration on my personal knowledge and information maintained by  
6 SkyWest in the ordinary course of business.

8           2.       The SkyWest Airlines Pilots Association ("SAPA") represents the interests of  
9 SkyWest pilots in dealing with management. It was pilots, not management, who initiated and  
10 created SAPA.

11           3.       SAPA and SkyWest negotiate regarding pilot compensation, and regarding the  
12 policies and work rules applicable to the pilots, which are contained in the Crewmember Policy  
13 Manual or "CPM". I have been involved in several negotiations regarding changes to pilot  
14 compensation or aspects of the CPM. Following negotiations between SAPA and SkyWest, pilots  
15 vote on any changes involving wages, and have the ability to reject any wage tentative agreement  
16 presented to them. For example, last year the pilots rejected a pay proposal negotiated by SAPA and  
17 SkyWest, which required both parties to return to the table to adjust the agreement's terms.

19           4.       An additional part of SAPA's job includes bringing policy interpretation complaints  
20 to the Company, which then determines whether a misinterpretation or misapplication has occurred.

22           5.       SkyWest currently has a Personal Appearance, Grooming and Uniforms policy,  
23 which is attached as Exhibit A. The policy states, in part, that pilots may only wear gold, silver,  
24 plain dark navy or plain black lanyards and that "SkyWest Airlines" is the only logo that may appear  
25 on the lanyard. In addition to regulating lanyards, this policy also addresses such topics as personal  
26 hygiene, hair, hands/fingernails, jewelry and accessories, footwear, and holiday wear, among many  
27

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1 other topics. The policy's purpose is to achieve a consistent, professional appearance within the pilot  
2 group with respect to the image they present to the public as SkyWest employees.

3 6. This policy's requirements with respect to lanyards have not been applied just to  
4 ALPA lanyards, as Plaintiffs claim. I have personally reminded Flight Operations management  
5 personnel that pilots who were observed wearing any non-standard lanyard - including those bearing  
6 the logos of sports teams, colleges, aircraft manufacturers, and the like - were to be instructed to  
7 remove them in favor of a standard SkyWest lanyard.  
8

9 7. SkyWest also has a policy governing postings on Company bulletin boards, which is  
10 attached as Exhibit B. The policy states that only Company information may be posted without prior  
11 approval, and that management reserves the right to remove postings as necessary. These boards'  
12 purpose is to display Company documents that pilots should read. These include trip trades,  
13 Company directives, and other similar materials. In the larger hubs, the Company uses these boards  
14 to post documents related to its Aviation Safety Action Program. These materials include important  
15 updates, altitude derivatives, and other materials related to pilot safety.  
16

17 8. SAPA has been permitted by SkyWest to use the Company e-mail system, pilot  
18 mailboxes, and bulletin boards to communicate with pilots in connection with its work on behalf of  
19 the pilots (for example, to communicate with respect to negotiations with SkyWest). A SAPA  
20 representative has also been permitted to address new-hire pilots during initial training orientation on  
21 the subject of SAPA and the work it performs on behalf of the pilots. None of this access has been  
22 for the purpose of campaigning and I have never received a complaint that SAPA was using its  
23 access for campaigning purposes.  
24

25 9. The SkyWest pilots have been the subject of a few organizing campaigns in the past.  
26 During none of those drives has SkyWest permitted SAPA to use its special access to Company  
27  
28

1 property for the purpose of campaigning nor has SkyWest permitted anyone else the same type of  
2 access SAPA enjoys in its work representing the pilots for solicitation or campaigning purposes.

3  
4 I declare under penalty of perjury under the laws of the United States of America that the foregoing  
5 is true and correct to the best of my knowledge and belief.  
6

7  
8  
9 28 May 2007  
Date

Klen Brooks  
Klen Brooks

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